

# **PART-TIME, CASUAL AND TEMPORARY EMPLOYMENT**

NEW  
SOUTH  
WALES

EMBARGO: 11:30AM (CANBERRA TIME) TUES 31 MAR 1998

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## **INQUIRIES**

- For more information about these and related statistics, contact Anne Bartlett on Sydney (02) 9268 4611 or any ABS office on the back cover of this publication.

## INTRODUCTION

This publication contains results from the October 1997 NSW State Supplementary Survey, Part-time, Casual and Temporary Employment. The major aim of the survey was to collect information on persons who usually work on a part-time, casual or temporary basis in their main job. This was categorised by items such as age, sex, industry and occupation. Information was also collected on a variety of work arrangements (such as overtime, study leave, superannuation, and workers' compensation). Information was also categorised by the main reason for working part-time and by educational attainment.

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## SYMBOLS AND OTHER USAGES

n.p. not available for publication but included in totals where applicable  
 \* subject to sampling variability too high for most practical purposes  
 .. not applicable  
 — nil or rounded to zero

.....

Gregory W. Bray  
 Regional Director  
 New South Wales

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## SUMMARY OF FINDINGS

### PERSONS WHOSE MAIN JOB IS PART-TIME, CASUAL OR TEMPORARY

#### Change since 1991

In October 1997 in NSW, an estimated 685,000 persons were employed in their main job on a part-time, casual or temporary basis, this being 25% of all employed persons in NSW. Of the 685,000 persons, 33% were employed on a regular casual basis, followed by 23% employed as permanent part-time workers and 22% employed on a casual full-time basis.

Since 1991 there has been a 50% increase in the number of persons employed in their main job on a part-time, casual or temporary basis, from 455,200 persons in 1991 to 685,000 in 1997. While the numbers employed in this type of work have risen in all categories, most of the rise has been in casual full-time employment, from 14,400 in 1991 to 147,900 in 1997. In 1997 this included 41,200 persons who stated they were permanent when surveyed, but were classified as casual as they did not receive paid holiday leave.

The number of males employed as part-time, casual or temporary workers has more than doubled since 1991, from 100,900 in 1991 to 221,800 in 1997. The major part of the increase for males was in the category of casual full-time employment. The number of males in this category increased from 8,800 in 1991 to 94,800 in 1997. Males employed part-time also increased from 90,800 in 1991 to 123,200 in 1997.

The number of females employed as part-time, casual or temporary workers rose from 354,300 in 1991 to 463,200 in 1997, an increase of 31%. As with males, the biggest increase occurred in casual full-time employment from 5,600 in 1991 to 53,100 in 1997.

#### Distribution by sex

Since 1991, the overall distribution by sex in this type of employment has changed. While the total number of males employed as part-time, casual or temporary workers has risen, the majority of workers employed under such arrangements are still female. In 1997, just over two thirds (68%) of the part-time, casual or temporary workers were female, as compared to 78% in 1991. In 1997, females comprised 86% of all permanent part-time workers, down from 91% in 1991. Females comprised 73% of regular casual workers in 1997, having fallen from 79% in 1991. In 1997, females made up 69% of irregular casual workers, which was around the same level as in 1991 (67%).

#### Distribution by age

In 1997 the total number of persons employed as part-time, casual or temporary workers is highest in the 15-24 year age group. The numbers in non-permanent full-time employment, comprised mostly of casual full-time, peaks in the 25-34 age group. This peak is made up mostly of male workers, 34,100 out of a total of 50,400. The number of persons employed as permanent and temporary part-time rises steadily across age groups, this rise consisting mostly of female workers. Persons in regular casual work are higher in the 15-24 age groups, which is reflected in the numbers for both male and females in this age group.

## SUMMARY OF FINDINGS *continued*

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### Industry

Persons who were employed in their main job on a part-time, casual or temporary basis were concentrated in five main industry sectors. These were Retail trade (24%), Health and community services (14%), Accommodation, cafes and restaurants (10%), Manufacturing (9%) and Education (9%). Regular casual workers accounted for most people in this type of employment in both Retail trade (57%) and in Accommodation cafes and restaurants (50%). Permanent and temporary part-time employment accounted for high proportions in Health and community services (59%) and Education (40%). Non-permanent full-time, comprised mostly of casual full-time, was the highest category (48%) in the Manufacturing sector.

### Occupation

The occupations with the largest numbers of persons in this type of employment were Elementary clerical, sales and service workers with an estimated 156,000 persons or 23% and Intermediate clerical, sales and service workers which also represented 23%. Other occupations with large numbers of workers in this type of employment were Labourers and related workers (16%) and Professionals (15%).

### Reasons

The most common reason for choosing part-time, casual or temporary work as a main job was personal reasons (42%) followed by employment reasons (32%) and family reasons (17%). Of women who worked on a part-time, casual or temporary basis, 44% did so for personal reasons, 28% for employment reasons and 25% for family reasons. Of men who worked on a part-time, casual or temporary basis, 43% did so for employment reasons and 37% for personal reasons.

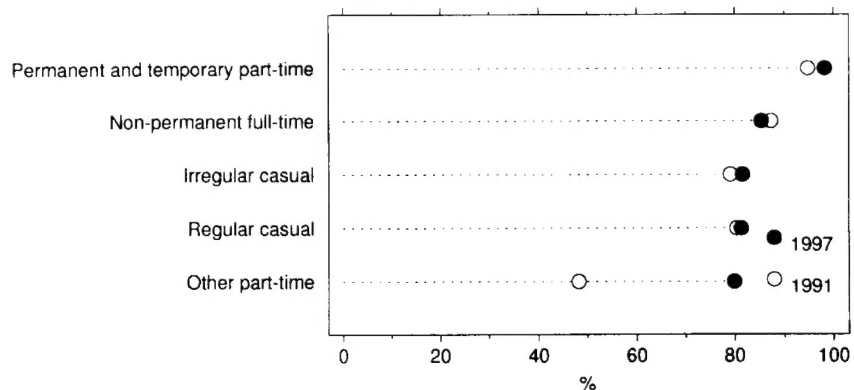
### Working arrangements

Of persons employed on a part-time, casual or temporary basis, their reported working arrangements were as shown in the following chart. This chart shows their working arrangements by the various types of part-time, casual and temporary employment for 1991 and 1997.

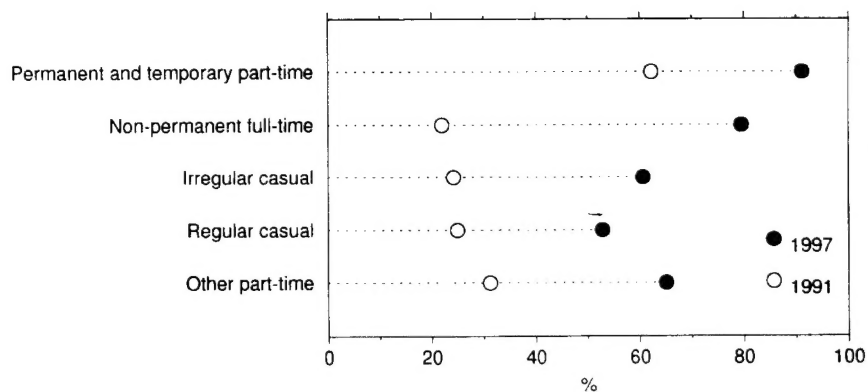
## SUMMARY OF FINDINGS *continued*

### PART-TIME, CASUAL AND TEMPORARY PERSONS, WORKING ARRANGEMENTS

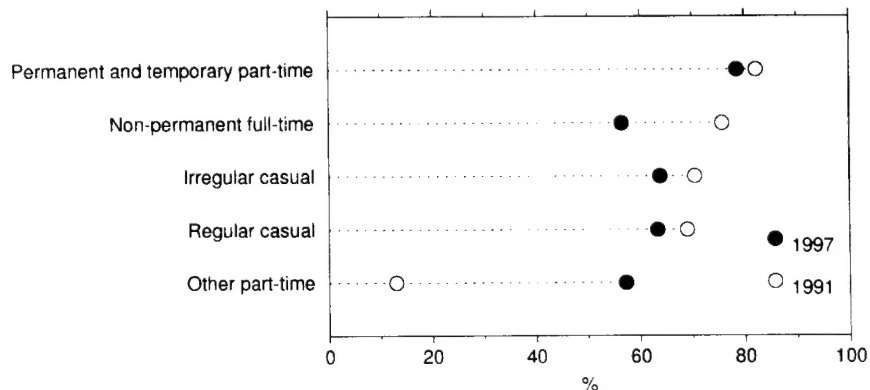
#### Workers compensation



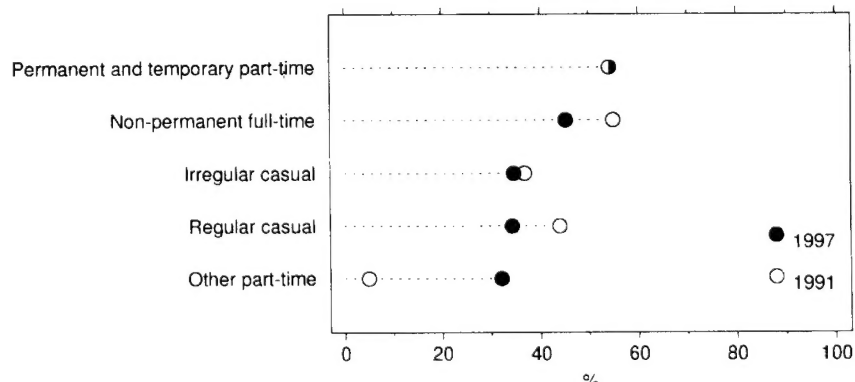
#### Superannuation



#### Award coverage



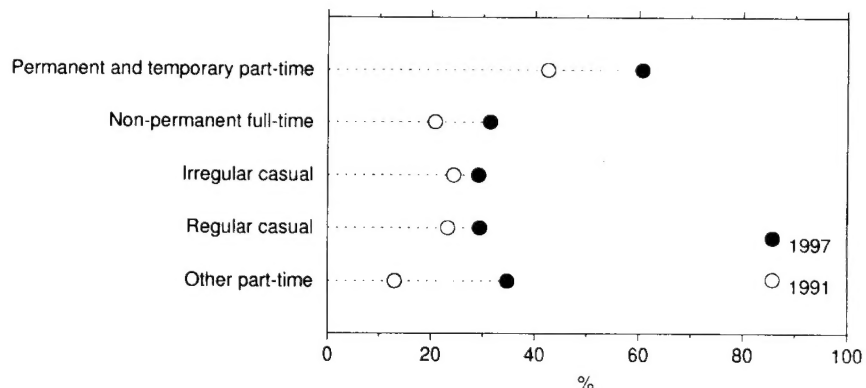
#### Overtime



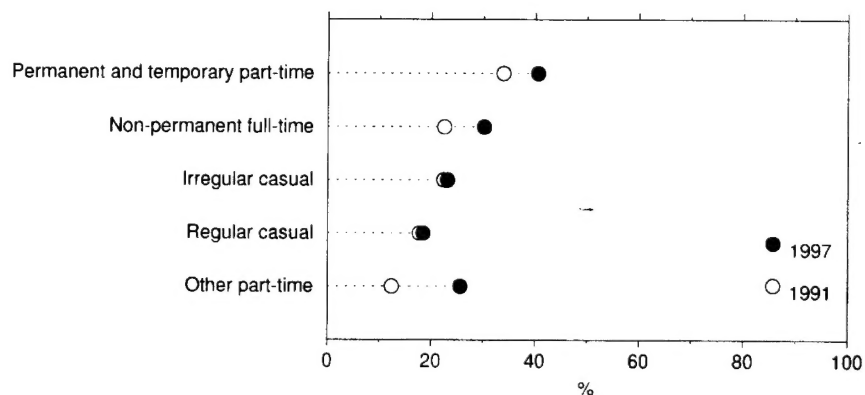
# SUMMARY OF FINDINGS *continued*

## PART-TIME, CASUAL AND TEMPORARY PERSONS, WORKING ARRANGEMENTS

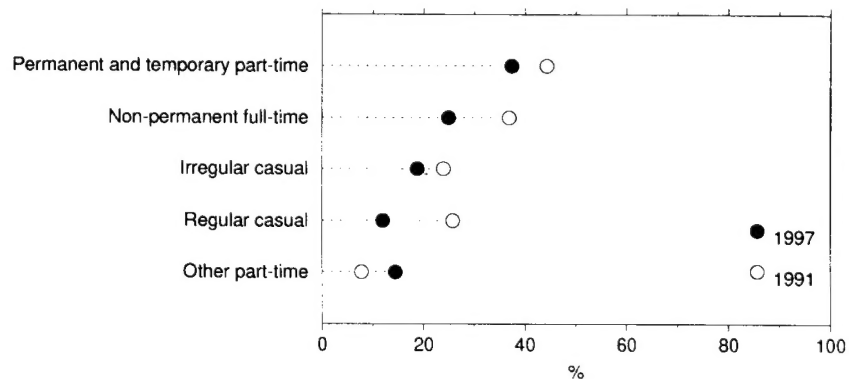
### Formal employer training



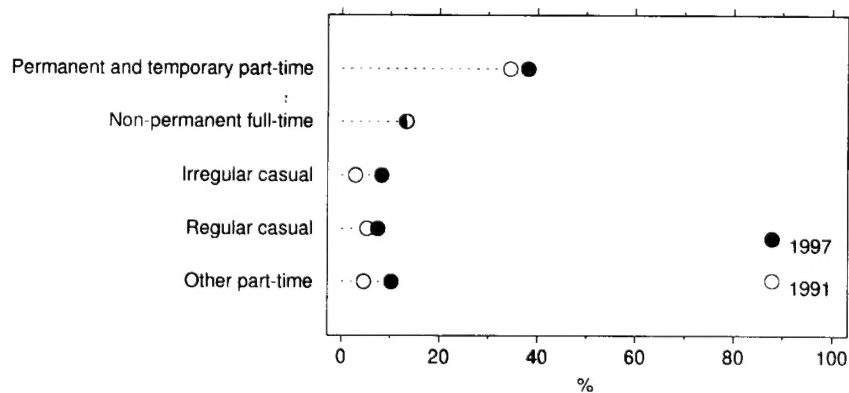
### Career structure



### Trade union membership



### Study leave



Type of work	OCTOBER 1991...		OCTOBER 1997...	
	Number	Proportion	Number	Proportion
	'000	%	'000	%
<b>MALES</b>				
Non-permanent full-time(a)—				
Temporary	*1.3	*1.3	*3.8	*1.7
Casual	8.8	8.7	94.8	42.7
Part-time—				
Permanent	12.7	12.6	22.5	10.2
Temporary	*1.4	*1.4	*4.4	*2.0
Regular casual	44.2	43.9	60.2	27.1
Irregular casual	18.6	18.5	24.4	11.0
Other	13.9	13.8	11.7	5.3
Total males whose main job is part-time, casual or temporary	100.9	100.0	221.8	100.0
<b>All employed males</b>	<b>1 507.6</b>	<b>..</b>	<b>1 595.3</b>	<b>..</b>
<b>FEMALES</b>				
Non-permanent full-time(a)—				
Temporary	*1.6	*0.4	*5.7	*1.2
Casual	5.6	1.6	53.1	11.5
Part-time—				
Permanent	121.5	34.3	137.4	29.7
Temporary	*3.6	*1.0	14.5	3.1
Regular casual	168.0	47.4	166.9	36.0
Irregular casual	37.2	10.5	54.4	11.7
Other	16.8	4.7	31.2	6.7
Total females whose main job is part-time, casual or temporary	354.3	100.0	463.2	100.0
<b>All employed females</b>	<b>1 069.3</b>	<b>..</b>	<b>1 194.1</b>	<b>..</b>
<b>PERSONS</b>				
Non-permanent full-time(a)—				
Temporary	*2.9	*0.6	9.5	1.4
Casual	14.4	3.2	147.9	21.6
Part-time—				
Permanent	134.2	29.5	159.9	23.3
Temporary	5.0	1.1	18.9	2.8
Regular casual	212.2	46.6	227.1	33.1
Irregular casual	55.8	12.3	78.8	11.5
Other	30.7	6.7	43.0	6.3
Total persons whose main job is part-time, casual or temporary	455.2	100.0	685.0	100.0
<b>ALL EMPLOYED PERSONS</b>	<b>2 576.8</b>	<b>..</b>	<b>2 789.4</b>	<b>..</b>
(a) Non-permanent full-time includes 41,200 persons (30,700 males and 10,500 females) who worked 35 hours or more, did not receive paid holiday leave, and stated they were employed on a permanent basis.				

## AGE (YEARS).....

	15-19	20-24	25-34	35-44	45 and over	Total
Type of work	'000	'000	'000	'000	'000	'000

## MALES

Non-permanent full-time	8.1	16.0	34.1	24.0	16.4	98.6
Part-time—						
Permanent and temporary	*3.6	*5.7	*5.9	*4.3	7.5	26.9
Regular casual	25.3	12.6	7.1	*4.7	10.5	60.2
Irregular casual	7.4	6.0	*3.3	*2.5	*5.2	24.4
Other	*2.1	n.p.	*1.9	*4.0	*2.5	11.7
Total males whose main job is part-time, casual or temporary	46.5	41.5	52.3	39.4	42.2	221.8

## FEMALES

Non-permanent full-time	*3.8	10.2	16.3	15.0	13.5	58.8
Part-time—						
Permanent and temporary	*2.0	6.2	36.7	53.2	53.7	151.9
Regular casual	45.3	27.8	28.0	34.5	31.3	166.9
Irregular casual	14.1	11.2	*4.2	14.7	10.2	54.4
Other	*1.2	*3.4	7.7	8.6	10.4	31.2
Total females whose main job is part-time, casual or temporary	66.4	58.8	92.8	126.0	119.1	463.2

## PERSONS

Non-permanent full-time	11.9	26.1	50.4	39.0	29.9	157.4
Part-time—						
Permanent and temporary	*5.6	11.9	42.6	57.5	61.2	178.8
Regular casual	70.6	40.4	35.1	39.2	41.8	227.1
Irregular casual	21.4	17.3	7.5	17.2	15.4	78.8
Other	*3.4	*4.7	9.5	12.5	12.9	43.0
Total persons whose main job is part-time, casual or temporary	112.9	100.3	145.1	165.5	161.3	685.0



## PART-TIME.....

<i>Industry</i>	<i>Non- permanent full-time</i>	<i>Permanent and temporary</i>	<i>Regular casual</i>	<i>Irregular casual</i>	<i>Other</i>	<i>Total</i>
<i>'000</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>
Agriculture, forestry and fishing	8.5	n.p.	*4.1	*1.4	n.p.	15.0
Mining	*5.1	n.p.	—	n.p.	n.p.	8.2
Manufacturing	30.3	7.5	14.0	6.2	*5.7	63.5
Electricity, gas and water supply	n.p.	n.p.	—	—	—	*1.3
Construction	17.5	*3.4	*3.5	*1.7	*1.7	27.7
Wholesale trade	*4.3	*3.6	*4.6	*1.9	*1.4	15.7
Retail trade	15.8	23.0	95.7	23.6	9.1	167.2
Accommodation, cafes and restaurants	10.3	6.7	35.9	16.0	*2.6	71.4
Transport and storage	9.4	*4.1	*2.2	n.p.	n.p.	18.7
Communication services	n.p.	*3.1	n.p.	—	n.p.	7.1
Finance and insurance	*5.5	12.1	n.p.	n.p.	*2.4	24.3
Property and business services	11.7	17.3	12.3	*5.4	*3.0	49.6
Government administration and defence	*5.3	*3.3	*1.8	n.p.	n.p.	11.9
Education	11.6	25.2	14.5	6.4	*5.2	63.0
Health and community services	10.6	55.6	15.3	*6.0	7.3	94.8
Cultural and recreational services	*3.8	*4.2	7.5	*2.2	*1.0	18.8
Personal and other services	*3.8	7.2	10.2	*1.6	*1.3	24.2
<b>Total persons whose main job is part-time, casual or temporary</b>	<b>157.4</b>	<b>178.8</b>	<b>227.1</b>	<b>78.8</b>	<b>43.0</b>	<b>685.0</b>

## PART-TIME.....

<i>Occupation</i>	<i>Non- permanent full-time</i>	<i>Permanent and temporary</i>	<i>Regular casual</i>	<i>Irregular casual</i>	<i>Other</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
Managers and administrators	*1.8	*3.9	n.p.	—	n.p.	7.6
Professionals	24.2	44.7	16.9	9.1	*5.6	100.4
Associate professionals	11.0	11.1	7.5	*2.5	*2.2	34.2
Tradespersons and related workers	23.7	*2.1	n.p.	*4.8	n.p.	38.6
Advanced clerical and service workers	*4.0	16.2	10.3	*1.6	*1.9	34.0
Intermediate clerical, sales and service workers	20.2	55.3	46.0	18.4	15.5	155.4
Intermediate production and transport workers	24.6	*5.9	16.2	*4.1	*1.4	52.2
Elementary clerical, sales and service workers	15.3	21.3	89.1	22.5	7.8	156.0
Labourers and related workers	32.7	18.3	33.7	15.9	6.0	106.5
<b>Total persons whose main job is part-time, casual or temporary</b>	<b>157.4</b>	<b>178.8</b>	<b>227.1</b>	<b>78.8</b>	<b>43.0</b>	<b>685.0</b>

## PART-TIME.....

<i>Working Arrangements</i>	<i>Non- permanent full-time</i>	<i>Permanent and temporary</i>	<i>Regular casual</i>	<i>Irregular casual</i>	<i>Other</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
*****						
Trade union membership						
1991	6.4	61.8	54.8	13.4	*2.4	138.7
1997	39.4	66.9	27.3	14.8	6.2	154.5
Superannuation						
1991	*3.8	86.6	53.1	13.5	9.6	166.5
1997	125.1	163.1	120.1	47.8	28.0	484.2
Award coverage						
1991	13.1	114.6	146.3	39.3	*4.0	317.4
1997	88.8	140.5	143.5	50.2	24.6	447.6
Over-award payments						
1991	..	..	..	..	..	..
1997	18.0	20.4	17.1	*4.4	*4.4	64.3
Long service leave eligibility						
1991	5.6	92.3	21.4	5.4	*2.9	127.7
1997	42.0	138.9	32.2	8.7	7.5	229.2
Study leave						
1991	*2.3	47.9	11.0	*1.6	*1.4	64.2
1997	20.7	68.1	16.7	6.5	*4.4	116.4
Formal employer training						
1991	*3.6	59.2	49.2	13.6	*4.0	129.6
1997	49.4	108.5	66.8	23.0	14.9	262.6
Career structure/promotion opportunities						
1991	*3.9	47.0	37.6	12.5	*3.8	104.8
1997	47.5	72.5	41.7	18.2	11.0	191.0
Overtime						
1991	9.5	75.5	93.2	20.6	*1.5	200.2
1997	71.3	97.6	77.9	27.3	13.8	287.9
Workers' compensation						
1991	15.1	131.9	170.3	44.1	14.8	376.2
1997	134.3	175.6	184.7	64.3	34.3	593.2
Casual loading						
1991	..	..	..	..	..	..
1997	59.7	—	99.7	37.1	9.4	205.9
Other loadings						
1991	..	..	..	..	..	..
1997	18.9	48.0	35.8	18.5	*5.3	126.5
Rostered days off						
1991	..	..	..	..	..	..
1997	25.4	29.1	14.8	*3.8	*4.5	77.5
<b>Total persons whose main job is part-time, casual or temporary</b>	<b>157.4</b>	<b>178.8</b>	<b>227.1</b>	<b>78.8</b>	<b>43.0</b>	<b>685.0</b>
*****						

## PART-TIME.....

<i>Educational attendance and attainment</i>	<i>Non- permanent full-time</i>	<i>Permanent and temporary</i>	<i>Regular casual</i>	<i>Irregular casual</i>	<i>Other</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
*****						
<b>Educational attendance—</b>						
Still at school	—	*2.0	46.5	10.0	n.p.	59.5
<b>Educational attainment—</b>						
Without post-school qualifications—						
Attended highest level of secondary school available	52.6	50.5	62.0	20.3	13.4	198.8
Did not attend highest level of secondary school available	23.9	26.8	53.3	21.6	7.7	133.4
<i>Total (a)</i>	76.5	77.4	115.3	41.9	21.1	332.2
With post-school qualifications—						
Trade qualification or apprenticeship	n.p.	6.5	7.6	n.p.	n.p.	43.3
Certificate or diploma	36.4	65.8	41.3	15.7	14.3	173.5
Bachelor degree or higher	22.6	25.9	14.0	*5.3	*3.7	71.3
Other	n.p.	*1.3	*2.4	n.p.	n.p.	*5.2
<i>Total</i>	80.8	99.4	65.2	26.9	20.9	293.3
<b>Total persons whose main job is part-time, casual or temporary</b>	<b>157.4</b>	<b>178.8</b>	<b>227.1</b>	<b>78.8</b>	<b>43.0</b>	<b>685.0</b>

(a) Includes persons who never attended school and those for whom attendance at secondary school could not be determined.

## PART-TIME.....

Main reason for working part-time, casual or temporary	Non- permanent full-time '000	Permanent and temporary '000	Regular casual '000	Irregular casual '000	Other '000	Total '000
Employment reasons—						
Only type of work available	54.0	14.8	32.2	17.6	*4.7	123.3
Employer reduced working hours	n.p.	*4.7	*4.7	n.p.	n.p.	11.2
Normal 'full-time' hours for that type of job/profession	*3.3	*5.9	n.p.	n.p.	*3.5	14.8
Hours/conditions applicable to current job	18.1	22.9	18.8	6.1	*3.3	69.2
Other	n.p.	—	n.p.	n.p.	n.p.	*4.1
<b>Total</b>	<b>79.5</b>	<b>48.2</b>	<b>57.4</b>	<b>25.5</b>	<b>12.1</b>	<b>222.6</b>
Personal reasons—						
Own ill health/injury	n.p.	n.p.	*5.9	n.p.	1.9	15.2
Personal choice	22.6	51.0	33.7	16.5	11.5	135.4
To retain Social Security benefits	n.p.	n.p.	1.2	n.p.	—	2.0
For study purposes	*2.5	11.9	88.3	24.6	4.8	132.1
<b>Total</b>	<b>25.5</b>	<b>68.2</b>	<b>129.1</b>	<b>43.7</b>	<b>18.1</b>	<b>284.7</b>
Family reasons—						
Cost/availability of child-care	n.p.	*2.9	*1.1	—	n.p.	*4.7
Children too young/prefer to look after children	*2.3	39.4	29.6	6.0	9.2	86.5
Need time to look after house/family	—	10.0	*3.8	*1.1	*1.5	16.4
Other family considerations	n.p.	6.3	*3.2	*1.2	n.p.	12.0
<b>Total</b>	<b>*3.0</b>	<b>58.7</b>	<b>37.7</b>	<b>— 8.3</b>	<b>11.9</b>	<b>119.6</b>
Other reasons	8.1	*3.7	*2.9	*1.3	n.p.	16.8
<b>Total persons whose main job is part-time, casual or temporary(a)</b>	<b>157.4</b>	<b>178.8</b>	<b>227.1</b>	<b>78.8</b>	<b>43.0</b>	<b>685.0</b>

(a) Total includes 41,200 persons who were not asked their reason for working in a part-time, casual or temporary job because they stated they were employed on a permanent basis. However, they were classed as non-permanent full-time as they worked 35 hours or more and did not receive paid holiday leave.

Main reason for working part-time, casual or temporary	NUMBER.....			PROPORTION.....		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
<b>Employment reasons—</b>						
Only type of work available	60.6	62.7	123.3	27.3	13.5	18.0
Employer reduced working hours	n.p.	n.p.	11.2	n.p.	n.p.	1.6
Normal 'full-time' hours for that type of job/profession	6.5	8.3	14.8	3.0	1.8	2.2
Hours/conditions applicable to current job	20.7	48.5	69.2	9.3	10.5	10.1
Other	n.p.	n.p.	*4.1	n.p.	n.p.	*0.6
<b>Total</b>	<b>95.1</b>	<b>127.5</b>	<b>222.6</b>	<b>42.9</b>	<b>27.5</b>	<b>32.5</b>
<b>Personal reasons—</b>						
Own ill health/injury	n.p.	n.p.	15.2	n.p.	n.p.	2.2
Personal choice	26.8	108.6	135.4	12.1	23.4	19.8
To retain Social Security benefits	n.p.	n.p.	*2.0	n.p.	n.p.	*0.3
For study purposes	46.6	85.5	132.1	21.0	18.5	19.3
<b>Total</b>	<b>82.3</b>	<b>202.4</b>	<b>284.7</b>	<b>37.1</b>	<b>43.7</b>	<b>41.6</b>
<b>Family reasons—</b>						
Cost/availability of child-care	—	*4.7	*4.7	—	*1.0	*0.7
Children too young/prefer to look after children	*2.0	84.6	86.5	*0.9	18.3	12.6
Need time to look after house/family	n.p.	n.p.	16.4	n.p.	n.p.	2.4
Other family considerations	n.p.	n.p.	12.0	n.p.	n.p.	1.8
<b>Total</b>	<b>*3.0</b>	<b>116.6</b>	<b>119.6</b>	<b>*1.4</b>	<b>25.2</b>	<b>17.5</b>
<b>Other reasons</b>	<b>10.7</b>	<b>6.1</b>	<b>16.8</b>	<b>4.8</b>	<b>1.3</b>	<b>2.5</b>
<b>Total persons whose main job is part-time, casual or temporary(a)</b>	<b>221.8</b>	<b>463.2</b>	<b>685.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Total includes 41,200 persons who were not asked their reason for working in a part-time, casual or temporary job because they stated they were employed on a permanent basis. However, they were classed as non-permanent full-time as they worked 35 hours or more and did not receive paid holiday leave.

## PART-TIME.....

<i>Previous occupation/activity</i>	<i>Non- permanent full-time</i>	<i>Permanent and temporary</i>	<i>Regular casual</i>	<i>Irregular casual</i>	<i>Other</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
Home duties	14.7	49.2	46.8	14.8	11.6	137.0
Unemployed	20.6	7.7	9.1	*5.4	*2.6	45.5
Worked full-time permanent	49.3	87.3	48.0	20.0	16.1	220.6
Worked casual or temporary	17.5	21.5	88.7	23.8	7.7	159.1
Secondary school	10.5	10.7	29.2	12.9	*3.9	67.1
Other	*3.5	*2.4	*5.4	*2.1	*1.2	14.5
<b>Total persons whose main job is - part-time, casual or temporary</b>	<b>157.4</b>	<b>178.8</b>	<b>227.1</b>	<b>78.8</b>	<b>43.0</b>	<b>685.0</b>

Full-time and part-time status	NUMBER.....						PROPORTION.....					
	15-19 years	20-24 years	25-34 years	35-44 years	45 years and over	Total	15-19 years	20-24 years	25-34 years	35-44 years	45 years and over	Total
	'000	'000	'000	'000	'000	'000	%	%	%	%	%	%
MALES												
Part-time	44.0	25.0	22.1	24.6	51.4	167.2	26.3	15.0	13.2	14.7	30.8	100.0
Full-time	48.4	143.5	389.6	386.1	460.5	1 428.1	3.4	10.0	27.3	27.0	32.2	100.0
Total employed	92.5	168.5	411.8	410.7	512.0	1 595.3	5.8	10.6	25.8	25.7	32.1	100.0
FEMALES												
Part-time	66.5	47.5	89.9	132.4	136.9	473.1	14.1	10.0	19.0	28.0	28.9	100.0
Full-time	26.0	99.5	217.8	181.2	196.6	721.0	3.6	13.8	30.2	25.1	27.3	100.0
Total employed	92.5	147.0	307.7	313.6	333.4	1 194.1	7.7	12.3	25.8	26.3	27.9	100.0
PERSONS												
Part-time	110.6	72.5	112.0	157.0	188.3	640.3	17.3	11.3	17.5	24.5	29.4	100.0
Full-time	74.4	243.0	607.4	567.3	657.1	2 149.1	3.5	11.3	28.3	26.4	30.6	100.0
Total employed	184.9	315.4	719.4	724.2	845.4	2 789.4	6.6	11.3	25.8	26.0	30.3	100.0

(a) Labour force category was collected in the October 1997 Labour Force Survey for all employed persons, including those self-employed. These figures relate to unpublished data for the above survey, for which the publication is *Labour Force, Australia, October 1997* (Cat. no. 6203.0)

(b) The above estimates are based on the Labour Force definitions for part-time and full-time, which differ from those used in this publication. See Explanatory Note 9.



# EXPLANATORY NOTES

## INTRODUCTION

**1** This publication contains results from the 1997 NSW State Supplementary survey, Part-time, Casual and Temporary Employment. The survey was conducted throughout NSW in October 1997 as a supplement to the ABS Monthly Population Survey (MPS).

**2** Information was collected from an individual aged 15 years or more from each household. The information was collected for wage and salary earners, as well as for any persons employed in their own business as a limited liability company and for any workers working for payment in kind. Topics covered, for the main job, included usual hours worked, whether worked at home, whether permanent, casual or temporary and whether receiving holiday leave. If persons were provided with paid holiday leave, if they classified themselves as permanent and if they usually worked 35 or more hours a week, they were excluded from the rest of the questionnaire. For those remaining, ie employed in their main job on a part-time, casual or temporary basis, further information was collected on occupation, industry, shift work and various leave and other conditions. Information was also collected on any second and other jobs as well as on educational attendance and attainment.

**3** The survey was conducted using only the private dwellings included in the MPS. The MPS was conducted during the two weeks commencing Monday, 6 October 1997.

**4** Information was sought from approximately 7,280 persons, of whom about 5,900 (81%) responded.

## SCOPE

**5** The survey was conducted for all persons aged 15 years and over who were usual residents of private dwellings, except:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from censuses and surveys;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants) stationed in Australia.

**6** Residents of other non-private dwellings such as hospitals, motels and jails (included in the MPS) were excluded from this survey.

## COVERAGE

**7** In the survey, coverage rules were applied which aimed to ensure that each person was associated with only one dwelling, and hence had only one chance of selection in the survey.

## CHANGES TO THE CLASSIFICATIONS USED

**8** Industry data (see table 3) is based on the Australian and New Zealand Standard Industrial Classification (ANZSIC), applied to Labour Force Survey (LFS) data since August 1994. Occupation data (see table 4) is based on the Australian Standard Classification of Occupations, which was updated to a second edition in August 1996.

EXPLANATORY NOTES continued

COMPARISON WITH LABOUR FORCE ESTIMATES

9 The estimates for part-time work in this publication vary from those produced from the Labour Force Survey (LFS) for the same period. In the LFS a person is classified as part-time if they worked less than 35 hours *in the last week* and they *usually* worked less than 35 hours a week. In the 1997 NSW Survey of Part-time, Casual and Temporary Employment, a person is classified as part-time if they *usually* work less than 35 hours a week or if the average number of hours worked each week *over the last four weeks* is less than 35 hours.

RELATED PUBLICATIONS

10 The ABS produces a wide range of publications of social and demographic statistics. Other ABS publications which relate to this survey topic include:

- Part time, casual and temporary employment, New South Wales, October 1991 (Cat. no. 6247.1)*
- Labour Force, Australia (Cat. no. 6203.0)*
- Labour Force, New South Wales and Australian Capital Territory (Cat. no. 6201.1) (quarterly)*
- Working Arrangements, Australia, August 1997 (Cat. no. 6342.0.40.001)*

# TECHNICAL NOTES

## ESTIMATION PROCEDURE

**1** Estimates derived from this survey were obtained using a complex ratio estimation procedure. This procedure ensured that the survey estimates conformed to an independently estimated distribution of population by age, sex, and part of state, rather than to the age, sex and part of state distribution among respondents.

## RELIABILITY OF ESTIMATES

### Non-sampling errors

**2** Estimates in this publication are subject to non-sampling and sampling errors.

**3** Non-sampling errors may arise as a result of errors in the reporting, recording or processing of the data and can occur even if there is a complete enumeration of the population. Non-sampling errors can be introduced through: inadequacies in the questionnaire; non-response; inaccurate reporting by respondents; errors in the application of survey procedures; incorrect recording of answers; and errors in data entry and processing.

**4** It is difficult to measure the size of the non-sampling errors and the extent of these errors could vary considerably in significance from survey to survey and from question to question. However, every effort is made in the design of the survey and development of survey procedures to minimise the effect of these errors.

### Sampling errors

**5** Sampling error is the error which occurs by chance because the data were only obtained from a sample, not the entire population.

# STANDARD ERRORS

## ESTIMATES OF SAMPLING ERROR

- 1** One measure of the variability of estimates which occurs as a result of surveying only a sample of the population is the *standard error* (table below).
- 2** There are about two chances in three (67%) that a survey estimate is within one standard error of the figure that would have been obtained if all persons had been included in the survey. There are about nineteen chances in twenty (95%) that the difference will be less than two standard errors.
- 3** Linear interpolation should be used to calculate the standard error of estimates falling between the sizes of estimates listed in the table.
- 4** The standard error can also be expressed as a percentage of the estimate and this is known as the *relative standard error* (RSE). The RSE is determined by dividing the standard error of an estimate SE(x) by the estimate X and expressing it as a percentage. That is—

$$RSE(x) = \frac{100SE(x)}{x}$$

(where  $x$  is the estimate). The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling.

- 5** Proportions and percentages formed from the ratio of two estimates are also subject to sampling error. The size of the error depends on the accuracy of both the numerator and the denominator. The formula for the relative standard error of a proportion or percentage is—

$$RSE(x/y) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

- 6** For all tables in this publication, only estimates with relative standard errors of 25% or less, and percentages based on such estimates, are considered sufficiently reliable for most purposes. However, estimates and percentages with relative standard errors greater than 25% have been included, preceded by the symbol \* to indicate that they are subject to high standard errors and should be used with caution.

# STANDARD ERRORS *continued*

STANDARD ERRORS OF ESTIMATES OF PERSONS, NEW SOUTH WALES, OCTOBER 1997

<i>Size of estimate</i>	<i>Standard error</i>	<i>Relative standard error</i>
No. of persons	No.	%
1 000	630	63.4
1 500	770	51.7
2 000	890	44.6
2 500	1 000	39.7
3 000	1 100	36.1
3 500	1 150	33.3
4 000	1 250	31.1
5 000	1 400	27.6
7 000	1 600	23.0
10 000	1 900	19.0
20 000	2 600	12.9
30 000	3 050	10.2
50 000	3 800	7.6
100 000	5 050	5.1
200 000	6 650	3.3
300 000	7 750	2.6
500 000	9 400	1.9
1 000 000	12 050	1.2
2 000 000	15 300	0.8

## GLOSSARY

<b>Employed persons</b>	Aged 18 years and over and usually work 15 hours or more a week in a job, business or farm or without pay in a family business. Persons were included if they had a job, business or farm, but were away from it because of holidays, sickness or for any other reason.
<b>Main job</b>	The job was defined as "main" if it refers to the job in which the person usually worked the most hours.
<b>Full-time work</b>	Involves usually working for 35 hours or more per week. <i>Temporary full-time</i> work is where such a person has not worked full-time for all of the last 12 months and is eligible for paid holiday leave. <i>Casual full-time</i> work is where such a person has not worked full-time for all of the last 12 months and is not eligible for paid holiday leave.
<b>Part-time work</b>	Involves usually working for less than 35 hours per week. <i>Permanent part-time</i> work is where such a person is eligible for paid holiday leave and is employed on a permanent basis. <i>Temporary part-time</i> work is where such a person is eligible for paid holiday leave and is employed on a temporary basis.
<b>Employment on a casual basis</b>	Where the worker is not eligible for paid holiday leave, receiving a casual leave loading instead. <i>Regular casual work</i> is where a person usually works less than 35 hours a week, is not eligible for paid holiday leave, is paid for hours worked and receives a steady income. <i>Irregular casual work</i> is where a person usually works less than 35 hours a week is not eligible for paid holiday leave, is paid for the hours worked and does not receive a steady income.
<b>A permanent job</b>	Defined as one in which there are no limitations or reservations expressed as to the length of the period of employment. This would not include a position where the employee is "on probation."
<b>Shift work</b>	A system of working whereby the daily hours of operation at the place of employment are split into at least 2 set work periods (shifts), for different groups of workers.
<b>Parental leave</b>	Refers to paid leave taken by either parent to care for children. This does not include maternity or paternity leave. (Access to unpaid leave is excluded as this is leave without pay.)
<b>A casual loading</b>	An upward adjustment, usually 15%, of the award rate of pay to compensate a casual employee for the lack of paid leave, and possibly other conditions (e.g. not paid on public holidays.)
<b>An award</b>	Sets out the terms and conditions of employment and the rates of pay for particular occupations or industries. (Variations to an award can be attained by a registered agreement or by the arbitration process, in which case they are called determinations.)
<b>A Trade Union or employee association</b>	An organisation consisting predominantly of employees. Its principal activities cover the negotiation of rates of pay and conditions of employment for its members. Some professional associations are not trade unions (e.g. Library Association of Australia, etc.)

## GLOSSARY *continued*

A superannuation or retirement benefit scheme Any fund, association, scheme or organisation set up for the purpose of providing financial cover for members when they retire. They may infrequently be referred to as a provident or pension scheme. Government benefits such as Social Security Pensions, Old Age Pensions, War Veterans' Pensions, etc, are *not* included in the above definition.

## DO YOU NEED ADDITIONAL DATA ?

.....

In addition to the statistics provided in this publication, the ABS can produce upon request customised tables presenting any of the following information included in the survey. Inquiries should be made to the contact person shown at the front of this publication. Information collected in the survey included:

### DEMOGRAPHIC ITEMS

Sex  
Age  
Marital status  
Relationship in household  
Employment status  
Full-time/Part-time status  
Status of worker (wage and salary earner, own business.)

### INFORMATION ON MAIN JOB

Hours usually worked  
Whether worked at home and hours worked at home  
Whether employed on a permanent basis  
Whether looking for permanent work  
Whether provided with paid holiday leave and number of weeks

### INFORMATION ON MAIN JOB—ONLY PART-TIME, CASUAL AND TEMPORARY EMPLOYEES

Whether works for the public service  
Time worked in the job  
Type of shift worked  
Sick leave  
Parental leave  
Sharing a full-time job (permanent part-time)  
Method of payment and frequency of pay  
Regularity in the amount of pay and regularity of pay  
Whether looked for temporary full-time work

### SUPPLEMENTARY INFORMATION ON MAIN JOB—ONLY PART-TIME, CASUAL AND TEMPORARY EMPLOYEES

Arrangement of working hours  
Periods of the year usually worked  
Length of time working in main job  
Main activity before starting work in main job  
Main reason for working as part-time, casual or temporary

### INFORMATION ON SECOND JOB

Hours usually worked  
Whether worked at home and hours worked at home  
Whether employed on a permanent basis  
Whether provided with paid holiday leave  
Method of payment and frequency of pay  
Regularity in the amount of pay and regularity of pay

### INFORMATION ON OTHER JOBS

Number of other jobs last week and hours usually worked  
Number of other jobs held in the last twelve months  
Whether employed on a permanent basis

### EDUCATIONAL STATUS

Study status, ie. at school, studying full-time or part-time  
Whether completed the highest year of secondary school  
Highest qualification obtained





## FOR MORE INFORMATION

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the ABS Catalogue of Publications and Products available from all ABS Offices.

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